



**Ministry of Education and Workforce Development**  
**Department of Education**  
**PLAN 2022**  
**Accountability Strategies**



# Department of Education

## Vision, Mission & Goal

- **Vision:** All students are educated to lead personally and professionally, compete locally and contribute globally
- **Mission:** To provide all students with equitable access to varied, high quality instruction that is culturally relevant and empowers students to reach their full potential
- **Goal:** To produce a transformative public education strategy extending from 2018 to 2022 that is locally developed and internationally relevant



# PLAN 2022

BERMUDA'S STRATEGIC PLAN  
FOR PUBLIC SCHOOL  
EDUCATION

**ACCOUNTABILITY  
STRATEGIES**



# Components of Plan 2022

- **5** Strategic Priorities
- **43** Key Outcomes
- **15** Areas of Action
- **55** Strategies







# PLAN 2022: Strategy 5.1.5



**Ensuring the strategic plan's  
(1) measures of success and  
(2) operational (delivery) plans  
are clear, measured and  
**used for accountability****



# Our Common Definition of Accountability

***Accountability*** is the obligation of an individual and organization to account for its activities, accept responsibility for them, and to disclose the results in a transparent manner.

*The highest form of accountability is the individual's professional accountability for the quality of his or her own work and to the people who the profession serves.*

- Association of School College Leaders



# Theory of Action

**A set of underlying assumptions about how we will move from our current state to a desired state**

**(Achieving the 43 Key Outcomes and 55 strategies for Plan 2022)**





# PLAN 2022

## Accountability Strategies

- S.M.A.R.T.
- Research-Based
- Evidenced-Based
- Unlikely to have an adverse impact
- Potential to keep us moving forward with our work PLAN 2022







# if (we)

- **Assign ownership** of the 43 Key Outcomes and 55 Strategies to a specific leader
- **Link the delivery plans** to the performance appraisals of all staff



# if (we)

- **Prioritize** the strategies (Level 1, 2 & 3)
- **Unwrap the strategies** to determine what they will look like if they are achieved
- **Set timelines** for when strategies are to be achieved



# if (we)

- **Embed time, during work hours**, to “huddle” each month to review progress and solve problems and report on “huddling”
- **Schedule the work** for Plan 2022 in our calendars



# if (we)

## **Have the Data Team:**

- **Identify the data to be collected for each Key Outcome**
- **Set up a data collection and storage system**
- **Set timelines for data collection**
- **Collect data on an ongoing basis**



# if (we)

- **Ensure the development of clear, measurable delivery plans for each strategy**
- **Implement delivery plans with fidelity**
- **Design a simple, yet effective system for reporting on the progress of delivery plans**
- **Require delivery plan leaders to report on progress on designated dates**



# if (we)

## Ask all Section Leaders to:

- **Put Plan 2022 on the agenda** for monthly meetings and post meeting notes/ artifacts
- **Meet with staff** who are leading the implementation of delivery plans twice per month
- **Provide written evidence** on progress and challenges with implementing delivery plans





# if(we)

**Develop a common language for and identify and assign individual responsibility for developing:**

- **Policies**
- **Processes**
- **Procedures**
- **Protocols**



# if (we)

- **Analyze strategies to determine processes**
- **Assign each process to one individual**
- **Develop Key Performance Indicators for processes**



# if (we)

- **Develop** a comprehensive monitoring and implementation plan for Plan 2022
- **Monitor the implementation** of delivery plans with fidelity
- **Provide feedback** on progress with the implementation of delivery plans



# if (we)

- **Provide leaders** of delivery plans with multiple avenues for support, problem-solving and opportunities to develop capacity



# if (we)

**Develop a reporting strategy and report on progress monthly to:**

- **DOE Stakeholders (The Link)**
- **Government**
- **Minister / Permanent Secretary**
- **Board of Education**
- **Community (Webpage)**



# if (we)

- **Make Plan 2022** our individual and collective priority
- **Believe** we can deliver
- **Commit** to execution of delivery plans
- **Persist** in our efforts
- **Remain steadfast** despite challenges
- **Deliver** the results





# OUR OUTCOMES

- **Achieve** the 43 Key Outcomes and 55 Key Strategies for Plan 2022
- **Transform** education in Bermuda